**PENGARUH MOTIVASI DAN DISIPLIN KERJA TERHADAP KINERJA**

**KARYAWAN HOTEL DJAMBU INDAH YOGYAKARTA**

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**Abstrak**

Penelitian ini bertujuan untuk mengetahui pengaruh motivasi dan disiplin kerja terhadap kinerja karyawan hotel djambu indah yogyakarta. Populasi dalam penelitian ini adalah seluruh pegawai yang berjumlah 45 pegawai, dengan jumlah sampel 31 pegawai. Metode pengumpulan data dalam penelitian ini menggunakan observasi, kuesioner, dan wawancara. Analisis data menggunakan metode uji validitas, uji reliabilitas, uji asumsi klasik, analisis regresi linier berganda, uji t, uji f dan analisis koefesien determinasi (R2). Berdasarkan hasil uji t diketahui thitung variabel motivasi sebesar 4.862 > ttabel 2.048, H01 ditolak dan Ha1 diterima dan variabel disiplin kerja memiliki thitung sebesar 3.466 > ttabel 2.048, artinya H02 ditolak dan Ha2 diterima, hal ini didukung dengan nilai signifikansi variabel motivasi sebesar 0.000 < 0.05 dan variabel disiplin kerja sebesar 0.000 < 0.05, artinya H03 ditolak dan Ha3 diterima, maka dapat disimpulkan motivasi dan disiplin kerja berpengaruh signifikansi secara parsial terhadap kinerja karyawan. Dari hasil uji F diketahui fhitung 21.611 > ftabel 3.34, dengan sig uji F sebesar 0.000 < 0.05, maka dapat disimpulkan bahwa variabel motivasi dan disiplin kerja berpengaruh simultan terhadap kinerja karyawan. Hasil analisis koefisien determinasi nilai *adjusted R square* (R2) sebesar 0.579 (57.9%). Artinya variabel kinerja dipengaruhi variabel motivasi dan variabel disiplin kerja sebesar 0.579 (57.9%), sedangkan sisanya sebesar 42.1% dipengaruhi oleh variabel lain yang tidak diteliti dalam penelitian ini.

**Kata Kunci:** *Motivasi, Disiplin Kerja dan Kinerja Karyawan*



***THE INFLUENCE OF MOTIVATION AND WORK DISCIPLINE***

***ON EMPLOYEE PERFORMANCE IN HOTEL DJAMBU INDAH YOGYAKARTA***

***Ambri Irwandi***

***Abstract***

*This study aims to determine the effect of motivation and work discipline on employee performance at Djambu Indah Hotel, Yogyakarta. The population in this study were all employees totaling 45 employees, with a sample size of 31 employees. Methods of data collection in this research using observation, questionnaires, and interviews. Data analysis using the test method validity, test reliability, classic assumption test, multiple linear regression analysis, t test, F test and analysis coefficient of determination (R2).Based on the results of the t test it is known that the tcount of the motivation variable is 4,862> ttable 2,048, H01 is rejected and Ha1 is accepted and the work discipline variable has a tcount of 3,466> ttable 2,048, meaning that H02 is rejected and Ha2 is accepted, this is supported by The significance value of the motivation variable is 0.000 <0.05 and the work discipline variable is 0.000 <0.05, meaning that H03 is rejected and Ha3 is accepted, it can be concluded that work motivation and work discipline have a partial effect on employee performance. From the results of the F test, it is known that fcount 21.611> ftable 3.34, with the F test sig of 0.000 <0.05, it can be concluded that the variables of motivation and work discipline have a simultaneous effect on employee performance. The results of the analysis coefficient of determination adjustedR square (R2)of 0579 (57.9%). This means that the performance variable is influenced by the motivation variable and the work discipline variable of 0.579 (57.9%), while the remaining 42.1% is influenced by other variables which are not examined in this study.*

***Keywords:*** *Motivation, Work Discipline and Employee Performance*